

# Idaho Department of Correction PHYSICAL AGILITY STANDARDS Correctional Officers & Probation/Parole Officers Effective July 1, 2005

### PHYSICAL AGILITY TEST

These are the central job functions that are common both to Idaho's correctional officers and Idaho probation/parole officers. These standards were established through two job task analyses studies.

## **Central Job Functions:**

Every officer must be able to perform these functions without assistance.

- Apply and remove restraints
- Supervise inmate workers
- Conduct pat searches
- Transport inmates
- Conduct strip searches
- Use physical control holds
- Search areas
- Use pressure point control

### **Essential Job Functions:**

- Kneel down on one knee
- Kneel down on both knees
- Feel with fingers (sensitivity)
- Feel with fingers (dexterity)

The expert panel in this study reached full consensus in identifying measures of strength, endurance, flexibility that are both (1) closely related to performing the central job functions of their work, while still (2) measuring the ability to perform the complex job functions they are reasonably required to perform. If the applicant or officer fails to properly perform in the agility test, on any part of each of the events, the expert panel suggested that they be allowed to re-test only once on the same day.

#### PHYSICAL STANDARDS

# Idaho state correctional officers and probation/parole officers must be able to:

1. Walk/run/jog 880 yards in 8 minutes or less. Run/jog times can be set by the Idaho Peace Officer Standards and Training (IPOST) by norm-testing IDOC COs and PPOs while they are in training at the IPOST Academy.

This event is intended to measure CO's ability to walk/run from place to place in correctional facilities in routine and emergency circumstances and for PPOs to walk to and from their vehicle to homes/offices and surrounding areas, in routine and emergency circumstances.

2. Climb 15-foot ladder to platform. Dismount to platform. Remount the ladder and climb down.

Both COs and PPOs are required at times to climb to a safety hatch (COs) or into an attic during a home search (PPOs) and then onto a level area. This is also intended to measure arm and leg strength needed for the more physical central job functions.

3. Lift 50-pound object from the ground, carry it 20 feet, put it on a 36" table, then return the object to its original position.

The earlier described two job task analyses established that both COs (69%) and PPOs (70%) have actually lifted objects weighing 50 pounds or more and that they must be able to lift objects weighing 50 pounds or more when performing central job functions.

4. Stand five feet from a property box or similar object. Go to the box. Bend down (without knees or seat touching the ground), unlock and remove the padlock. Step back to original position with the padlock and key. Repeat this action four more times, finally locking the lock on the hasp.

This event is intended to test the abilities to bend down to search several people in succession and to apply mechanical restraints to several offenders. This also measures the ability to crouch down and to manipulate keys in locks.

5. From a standing position, kneel down and then lie flat on your back. Maneuver head first to mid-chest under a barrier (24 inches high) and then back out to a standing position.

This event is intended to tests the applicant's/officer's ability to kneel down, then climb under a bed, motor vehicle or other object to search under the object.

Summary: The standards were developed by Idaho correctional officers and probation and parole officers. The information above was developed in two job task analyses performed in 2003 and 2004 and a fitness study performed during March/April 2005.